

1 STATE OF NEVADA

2 COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

3
4 A Workshop and Regularly Scheduled Meeting of
5 the Commission on Peace Officer Standards and Training was held
6 on Monday, November 8, 2021 commencing at 1:01 p.m. at
7 Southpoint Hotel and Casino, 9777 Las Vegas Blvd., S., Napa Room
8 B, Las Vegas, NV 89183.

9
10 COMMISSIONERS:

11 Michael Allen

12 Kevin McKinney

13 Tim Shea

14 Russ Niel

15 George Togliatti

16 Tyler Trouten

17
18 STAFF:

19 Kathy Floyd, POST

20 Mike Jensen, Attorney General's Office

21 Mike Sherlock, POST

1 TRANSCRIBED BY: Marsha Steverman-Meech

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4 PUBLIC COMMENT HEARING

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7 3. Public Comment Hearing on Proposed Regulations LCB File R167-
8 20, R168-20, and LCB File R177-20 8

9 Topic

10 A. LCB File R167-20 - Amend NAC 289.110(1) to require a
11 person appointed to perform the duties of a peace
12 officer to have: (1) graduated from high school; (2)
13 passed the General Educational Development Test or
14 another high school equivalency assessment approved by
15 the State Board of Education; or (3) passed a high
16 school equivalency assessment approved by an appropriate
17 authority in another state. 8

18 B. LCB File R168-20 - Amend NAC 289.200(4) (b) to
19 additionally require a peace officer to pass the state
20 physical fitness examination not sooner than 30 days
21 before the date on which the peace officer was hired and
22 not later than 16 weeks after (1) The date on which the
23 officer was hired; or (2) If the officer is a reserve
24 officer, the date of activation of his or her reserve
25 status. 9

1 C. LCB File 177-20 - Amend NAC 289.140 to add the
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9 one of the requirements to qualify for an Executive
10 Certificate by changing the definition of "Executive
11 level position: as follows: "Executive level position"
12 means a position held by a peace officer as a chief of
13 police, sheriff, director or chief executive of an
14 agency or deputy chief, undersheriff, deputy director or
15 other rank designated as the second in command of the
16 agency. 11

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18 B. Discussion regarding revisions to NAC 289.230(1)(b)
19 to comply with annual continuing education requirements
20 established in NRS 289.510(c)(2) which requires all
21 peace officers annually to complete not less than 12
22 hours of continuing education in courses that address
23 (1) Racial profiling; (2) Mental health, including,
24 without limitation, crisis intervention; (3) The well-

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1 PROCEEDINGS

2 ALLEN: We're going to call the POST Commission
3 meeting to order. First item on the agenda will be POST
4 Commission meeting public comment hearings and workshop.
5 Workshop is called to order for November 8th, 2021. For the
6 record, the time is 1:01 PM and I'll throw it over to Kathy
7 Floyd for information on legal posting and open meeting
8 compliance.

9 FLOYD: This meeting agenda workshop notice and
10 public comment meeting notices have been posted in compliance
11 with NRS 241.020. The meeting agenda workshop notice, public
12 comment meeting notices have physically been posted at the POST
13 Administration Building in Carson City and the Nevada State
14 Library in Carson City. The meeting agenda, workshop notice,
15 and public comment meeting notices have been electronically
16 posted at POST.NV.gov, notice.NV.gov, leg.state.nv.us and sent
17 to all SPOCs and admins on the POST listserv.

18 ALLEN: Thank you, Kathy. And all those out
19 here in the audience today, we are asking that you sign in at
20 the back of the room. Now we'll do roll call. I'm Mike Allen,
21 Sheriff, Humboldt County and start with Kathy again.

22 FLOYD: Kathy Floyd from POST.

23 JENSEN: Mike Jensen with the Attorney General's
24 office.

25 SHERLOCK: Mike Sherlock with POST.

1 SHEA: Tim Shea with Boulder City Police.

2 TOGLIATTI: George Togliatti, Nevada Department of
3 Public Safety.

4 NIEL: Russ Niel, Nevada State Gaming Control
5 Board.

6 MCKINNEY: Kevin McKinney, Carlin Police
7 Department.

8 TROUTEN: Ty Trouten, Elko Police Department.

9 ALLEN: All right, thank you. Our first item is
10 public comment hearing. The first public comment hearing will
11 address proposed regulations LCB file R-112-19. The purpose of
12 this hearing is to receive comments from all interested persons
13 regarding the adoption, amendment, and repeal of regulations
14 pertaining to chapter 289 of Nevada Administrative Code. This
15 public comment hearing has been previously noticed as required
16 by NRS chapter 233B. Item A, proposed regulation file number R-
17 167-20. We'll give this back over to Mike Sherlock.

18 SHERLOCK: Again, thank you, Mike Sherlock for the
19 record. As the Commission will recall, we have previously
20 conducted a workshop on this matter. We started the rulemaking
21 process mostly because the Commission agreed there was some
22 confusion on what the accepted -- acceptable requirements of an
23 applicant are as it relates to high school education as a peace
24 officer applicant. This language was submitted based on the
25 workshop and the language submitted to LCB for approval by the

1 Commission which is why we're here at this point, soliciting
2 comments on that proposed language. As you can see, the
3 language simply clarifies the definition of a high school
4 equivalency standard agencies may use in assessing an
5 applicant's eligibility. Again, you'll recall that there was
6 some confusion on what previous language meant or the current
7 language. That said staff, at this point, would recommend adopt
8 adopting this regulation change, pending the public comments.

9 ALLEN: Okay. Do we have any public comment?
10 Okay. Seeing none, we will move to item B, public comment
11 hearing. Item B, proposed regulation file number R-168-20.
12 Give it back to Director Mike Sherlock.

13 SHERLOCK: Again, this is Mike Sherlock for the
14 record. This is the time for public comment hearing on an issue
15 in which the Commission directed staff into the rule making
16 process. We did conduct a workshop on this particular issue.
17 Here the Commission and staff looked to be more consistent in
18 the timing requirements of the POST Physical Fitness Readiness
19 Test for reciprocity applicants as compared to new recruits.
20 This change allows for the certification physical readiness test
21 to be conducted up to 30 days before hire and no later than 16
22 weeks after the date of hire for that applicant to pass the
23 PPFT. This addresses some of the issues that we were looking at
24 in terms of being more consistent with a new hire that isn't
25 reciprocity, allowing agencies and recruitment to test up to 30

1 days prior to hire and not have to do it again after hire in
2 terms of the PPF test, so that gives a bit more flexibility in
3 timing when recruiting lateral-type applicants and of course
4 pending any public comments, the staff would recommend adopting
5 this particular language.

6 ALLEN: Thank you. Do we have any public
7 comment? All right. Seeing none, we'll move to item C, public
8 comment hearing. Item C, proposed regulation file R-177-20.
9 Give it back to Director Mike Sherlock.

10 SHERLOCK: Mike Sherlock for the record. One more
11 time I would remind the Commission that staff was directed to
12 begin the rulemaking in reference to the basic training
13 requirements and subjects included in that requirement. Here
14 the Commission had a presentation and conducted a workshop in
15 regard to ARIDE training for the academy for basic training
16 level statewide. This change included ARIDE as part of the
17 requirement of basic training. Obviously I think most know why
18 there's a whole host of reasons why the Commission moved into
19 the rulemaking on this and we looked to update the NAC to
20 include ARIDE in basic training. Just as a side note for those
21 in attendance, all academies across the state have implemented
22 ARIDE anyway in their academies to our knowledge with minimal
23 impact. Given this information and the need, staff would
24 recommend adoption of this regulation change in the meeting
25 pending any public comment.

1 ALLEN: Okay. All right. Is there any public
2 comment regarding item C? Seeing none we'll close the public
3 comment hearing. Now we move to open the workshop. We will now
4 move to a workshop on a proposed regulation changes. The
5 purpose of the hearing is to solicit comments from interested
6 persons on following topic that may be addressed in future
7 proposed regulations. This workshop has been previously noticed
8 pursuant to the requirements of NRS Chapter 233B. The first
9 workshop is in reference to NAC 289.047, the definition of an
10 executive level position as it pertains to the executive
11 certificate. We'll go back to Mike Sherlock for some background
12 on the subject.

13 SHERLOCK: For the record, Mike Sherlock. So as
14 the Commission will recall, at last meeting we discussed some
15 issues related to the executive certificate. For a host of
16 reasons, staff and law enforcement agencies have had issues with
17 both who and when a certificate should be issued or granted by
18 the Commission in terms of the executive. Part of the problem
19 was defining what an executive position is in terms of the
20 certificate. Staff looked at the goal of maintaining the
21 integrity of the certificate and frankly the original intent of
22 establishing that certificate. We provided some proposed
23 language just for discussion in the workshop. In that, we tried
24 to address some of the concerns we have seen, at the same time
25 maintaining the integrity of that certificate and incorporate

1 some of the other concerns which included the current
2 requirement that the executive -- the person applying for the
3 executive must supervise two management-level people within the
4 organization. Management for us means law enforcement
5 management. So we looked at how we can clean that up or make it
6 more consistent with what we see at all levels across the state
7 in terms of agencies. So we looked at how we can address that.
8 In our sample language, it's defining the executive level as
9 either the chief executive or second in command. We were aware
10 of some issues with that language or the current language in
11 that the second in command often is not an undersheriff or a
12 deputy chief or that kind of thing, so we wanted to make the
13 definition broad enough to be inclusive of those second in
14 commands who are at the Sergeant rank level or something like
15 that, knowing that not all agencies are the size of Metro or
16 something like that. With this language, we think it'll clarify
17 that and focus agencies on more what that certificate is
18 designed for and again, it also clears up some of the
19 supervision of sworn or non-sworn by changing the language to
20 the chief executive or second in command. We would remove any
21 necessity that they supervise management-level, sworn only
22 because we know that affects some of the agencies. In coming up
23 with some of this sample language we looked at surrounding
24 states and what other states that have the executive certificate
25 and how they handle it, and this was consistent with what they

1 do. Nationally, an executive certificate is fairly consistent
2 that it's chief executive or number two in command, and so we're
3 trying to be consistent both with that and to emphasize that we
4 have a management certificate. The executive certificate has to
5 be -- the intent of that certificate was to be above the
6 management, and so we were looking at language that would honor
7 that and that's where you see the language that we are proposing
8 as a sample. And if you -- in the Commissioner book, you can
9 see this under the workshop 1. It would be a regulation change,
10 whatever the language ends up being, but to 289.047 of the NAC,
11 which defines executive level position, and executive level
12 position means a position held by a peace officer as chief of
13 police, sheriff, director, or chief executive of an agency, or
14 deputy chief, undersheriff, deputy director, or other rank
15 designated as a second in command of the agency. It removes the
16 requirement of supervising two or more people that have a
17 management, a POST management, certificate and we just thought
18 that would clarify and help with some of the issues that were
19 brought up that we've seen throughout the years in terms of the
20 executive certificate.

21 ALLEN: All right. Thank you. Do any of our
22 Commissioners have any questions or comments? Okay. Seeing
23 none, any -- come on up. Questions, comments by the public.
24 Please state your name.

1 FURLONG: For the record, Sheriff Furlong, Carson
2 City. I appreciate that, Mr. Sherlock, very, very good
3 presentation, but I felt compelled to come here because this
4 Commission covers such a wide variety of our law enforcement
5 agencies all the way across the state, and they come -- and they
6 are built structurally different depending on the county,
7 depending on the jurisdiction, depending on the sizes.
8 Philosophically I speak primarily as a sheriff in Carson City,
9 and I really embrace the philosophy of career education, career
10 development, off-duty education, and experiences, and training
11 in order to bring our officers along. By doing that, we make
12 investments into the future, we make investments in those people
13 who are rising up through that chain of command, if you will,
14 and creating those leaders down the road that we can rely on.
15 It has been a challenge, of warding or defining or getting
16 through executive level POST certifications or certificates in
17 the past, but I would offer you this: the presentation that
18 respectfully Mr. Sherlock provided suggests to us that we're
19 going to get hit by a wave of okay, this person is going to
20 become a sheriff so now we have to get him into the executive
21 POST. The philosophy that I believe in is that we should be
22 preparing people to become the chiefs and the assistant sheriffs
23 and so on, the deputy chiefs and so on. In other words, we need
24 to be out in front, creating an atmosphere, creating a career-
25 development platform that says you as a Sergeant, you as a

1 Lieutenant, you as a captain, depending on your agency, how it's
2 defined, your executive of that agency should be identifying
3 those people who are those aspiring leaders before they get into
4 those roles, not after they get into those roles. It's an
5 investment in the future. I so much respect POST's career
6 development platform and program. When we identify these
7 officers from the very onset, their education all the way
8 through their retirement, I believe that the philosophy of POST
9 should be to garner officers to get their executive level
10 certification, especially those who are in positions of
11 authority, depending on the agency makeup. With my agency,
12 everybody above the rank of Sergeant has the ability or may have
13 the necessity, as in today, to run the organization while others
14 are away. They are in essence executive leadership even though
15 they may be a divisional manager, and we've spoken about this
16 before. We need to be in front of the tsunami, we need to be
17 making decisions before that wave hits us, investing in those
18 people that we see are aspiring leaders down the road. We need
19 to be encouraging people to go through the career development,
20 and I would touch on this piece very, very candidly: how many
21 contracts that law enforcement has developed throughout the
22 state that referred to their career development, POST
23 certifications, and pay? I think we're all encouraging everyone
24 to follow that career development, but to isolate it at the top
25 level as just you and me slaps in their faces. I think everyone

1 above the grade of Sergeant should be pursuing or attaining that
2 executive-level training and certification, because at one given
3 time or another, they may well be the decision maker for
4 whatever the circumstances. They very well are the people that
5 we're promoting to lead our organizations if not today, in the
6 years down the road. I would hate like heck to see a person put
7 into a position and then told now you will pursue your executive
8 level. I would rather see that on his resume that he has
9 already achieved that executive level, that he is already shown
10 his career education and his career development, he has shown
11 his off-duty education, he has shown every piece, his physical
12 fitness of that aspiring leader before he's put into that
13 position. I think it reinforces good, sound, quality
14 leadership. I don't think we should be restrictive. I think we
15 should be more open. I think that POST should be pushing out to
16 our rank and file every opportunity you have to develop your
17 career, which doesn't start when you get the position, it starts
18 when you get the job, that we promote, we promote career
19 development, we promote off-duty education, we promote physical
20 fitness, we promote mental-health well being. All of these
21 factors play into this decision right here. When you reach that
22 point in your career, I want that bullet on that resume that
23 says I'm ready. I didn't wait for the opening, I've been
24 pursuing this all my career and good, sound, quality officers

1 will tell you it's a career-long investment. It's not something
2 you do after you get the job. Thank you.

3 ALLEN: Thank you. Do we have any other public
4 comment? Seeing none, we'll move to the next workshop. Next
5 workshop is in reference to proposed changes to NAC 289.230 to
6 include crisis intervention and continuing education
7 requirements. Once done, I'll turn it over to Mike.

8 SHERLOCK: Mike Sherlock for the record. So one of
9 the bills that passed during the last legislative session was AB
10 304. This bill requires crisis-intervention training be
11 included in the annual training requirements that we found from
12 the previous session in AB478. I did work with Speaker Frierson
13 on this bill, providing some guidance. My feeling was that AB
14 478 really included crisis intervention anyway in terms of
15 either the mental-health training or de-escalation, that kind of
16 thing, but this bill does require that we add that language to
17 the mental-health training portion of 478, and requires us to --
18 the Commission to adopt regulations that does that. You can see
19 in that your Commission books that we included the sample
20 language as brought on by the bill, and it just simply includes
21 crisis intervention as part of the annual mental-health training
22 that was mandated back with AB 478. You know, I would -- staff,
23 when we get to the meeting, would recommend that we continue the
24 rulemaking. We're required -- the Commission's required under
25 AB 304 to add this regulation and I don't see it as any big

1 change for the agencies as agencies are already training in this
2 area anyway. And so that's again in response to AB 304.

3 ALLEN: All right. Thank you. Do we have any
4 questions or comments from the Commissioners? Seeing none, do
5 we have any public comment on this item? All right. Seeing
6 none, we will go to the final workshop. The final workshop is
7 in reference to the proposed changes to NAC 289.110, to include
8 an inquiry to implicit bias in the background investigation of
9 peace officer applicants. Once again, give it back to Director
10 Sherlock.

11 SHERLOCK: Thank you. Once again, Mike Sherlock
12 for the record. This proposal is in response to AB 409 that
13 passed last legislative session that requires POST to adopt
14 regulation requiring that in the background process, agencies
15 inquire into any implicit bias of a peace officer applicant.
16 When I addressed this bill with Senator Harris, our position is
17 that hopefully we already encompass that in our psychs and our
18 polys or truth verification and the background in general, but
19 this bill passed, forcing or requiring the Commission to add the
20 requirement to 289.110, which is the background requirements for
21 peace officer applicants and it's very specific that we have to
22 add that to the NAC. We've created some proposed language,
23 which is directly out of the bill, which is statute. There's
24 not a lot wiggle room for the Commission in my opinion based on
25 the bill, but it simply makes clear the requirement of during

1 the background that there's an attempt to identify any implicit
2 bias, and so we'll be looking to continue the rulemaking process
3 at the regular meeting here shortly.

4 ALLEN: Thank you. Do we have any comments from
5 the Commission? Seeing none, do we have any public comment?
6 All right. Seeing none, we will now close the workshop. Now
7 we'll begin the Commission meeting. Item number 1, discussion
8 public comment and for possible action, approval of minutes from
9 the July 12th, 2021 regularly scheduled POST Commission meeting.
10 Any comments from the Commissioners? Any public comment?
11 Seeing none, looking for a motion to approve the minutes.

12 SHEA: I'll make a motion to approve the
13 minutes from the July 12th, 2021 meeting.

14 ALLEN: Thank you. We have a motion. Do we
15 have a second?

16 NIEL: I'll second, Russ Niel.

17 ALLEN: We have a motion and a second. All in
18 favor?

19 MEMBERS: Aye.

20 ALLEN: Motion carries. Give this back to
21 director Sherlock for item number 2, which is the executive
22 director report.

23 SHERLOCK: Mike Sherlock for the record. Just real
24 quickly, training division, we have a basic academy that
25 graduates this week. We're gearing up for the next academy. We

1 continue to try to adjust our program and look at ways to
2 improve the outcomes. As I mentioned previously, we were
3 selected by the Department of -- Federal DOJ as one of six
4 academies across the country to be part of that training
5 retention study. They will begin that study at our January --
6 during our January academy. So we're pretty excited about that.
7 I think it'll be good feedback not just for us, but for
8 academies across the state on how we deliver our curriculum and
9 what the retention is measured of the students. We -- once
10 again, I just want to mention that we have scheduled Management,
11 supervisor, and basic instructor classes for the year and into
12 next year and these fill up quickly and they can be found on our
13 website. We try to keep these scheduled and available to get
14 them filled up. Over in standards division, you may recall, the
15 Commission may recall that a bill, AB 111, passed and that bill
16 adds two civilian members to the Commission that are appointed
17 by the legislature. It's kind of a new area for us where we
18 were quite adept at handling executive branch appointees, but
19 now we're going to get some from the legislative side. I spoke
20 to Speaker Frierson last week. He has appointed Tiffany Young
21 as one of those civilian members of the Commission. I'm sure we
22 will introduce her at the next meeting. I won't go into her
23 bio, but it's quite impressive. We're excited to have her on
24 board. We have not heard of who the other civilian member will
25 be although I understand it'll be from the south. Ms. Young is

1 from the north from Reno, so I believe the Senate president will
2 appoint somebody from Clark County or Southern Nevada and when
3 we hear, we'll know, we'll be able to pass that along. We have
4 been getting inquiries on another bill that passed, AB 336,
5 which requires the Commission to adopt regulations requiring an
6 annual wellness visit for peace officers. At this point, I
7 think it's best just to make it known that this bill does not go
8 into effect until 2023. We are continuing to look at what type
9 of regulation would be recommended from the staff's perspective
10 that would benefit agencies and not prevent -- or not prevent
11 current processes and policy that agencies have across the state
12 in that area. Again, but it doesn't go into effect till 2023.
13 We just wrapped up a grant program that establishes a mental-
14 health response team grant process for agencies. This came
15 about from the prior session. It had directed POST to create a
16 grant program for at least three agencies each year, two of
17 which must be rural, to help establish mental-health response
18 teams. The requirements though only apply for POST to do
19 anything if funds become available. That said, we did apply for
20 and receive a grant to establish the parameters of that
21 procedure and process of applying for the grant. It's very,
22 very specific in the bill on how we award those grants, requires
23 specific training and data retention and gathering, and how it's
24 administered. We contracted with an individual with this grant
25 to put this together, he did a great job putting the process in

1 place, working with HHS and agencies on what that process will
2 entail. The requirement of peer review panels and all of that
3 process was completely established so it is completely done and
4 at some point, if we receive funding for that program, we will
5 be marketing that and reaching out to the agencies across the
6 state to get applications. We're not sure exactly where the
7 funding will come from, if it does, and obviously the funding
8 would have to be fairly significant to allow three agencies to
9 establish mental-health response teams. So at the time that we
10 do receive any money, we will be pushing that out. That's about
11 it for POST right now.

12 ALLEN: All right. Thank you, Director. Item
13 number 3, discussion, public comment, and for possible action,
14 discussion on the current requirements to attain the POST
15 executive certificate. Commission to discuss whether to
16 continue the rule-making process to amend NAC 289.047 as to the
17 definition of executive level. I'll give it back to Mike
18 Sherlock for information.

19 SHERLOCK: Mike Sherlock for the record. Let me
20 just say that Sheriff Furlong makes a great argument, you know,
21 he's good at what he does. I would only say -- again, we will
22 leave this up to the Commission. We're looking at ways to again
23 honor that integrity of that level of certificate, and I agree
24 that one of POST's goals is to encourage both education and
25 training and we've done that by changing the intermediate and

1 the advanced through the years to honor formal education and
2 that kind of thing, and I totally understand what Sheriff
3 Furlong is saying and I would agree. The only caveat I would
4 say is for us, for staff, in terms of certificate we look at
5 that as a separate issue than training or education. So if
6 someone goes to a basic academy, we don't give them a POST
7 certificate for that training, a basic certificate, we give them
8 a certificate of completion. They only get a basic certificate
9 if they obtain the position. So you don't get a basic POST in
10 the state of Nevada unless you are employed as a peace officer
11 first, and so we kind of look at our certificates, right or
12 wrong, as a separate issue than the actual training to obtain
13 that certificate. So in a little way, although I agree with
14 Sheriff Furlong's argument, it's not unusual for us to give
15 certificates that are position-required after that position is
16 acquired if that makes sense. So that's the only caveat I'd
17 say, but, I see both sides of the argument, and we would leave
18 that up to the Commission. Again, we did look at surrounding
19 states and the states around us that do have executive
20 certificates limit those to the position itself, for what it's
21 worth, and each state that does, that does also have a
22 management certificate just if -- if that helps in the thinking.
23 Finally, the only other questions related to this issue on that
24 certificate were the training requirements and there's a lot of
25 confusion because you have management and you have, you know,

1 all these different training programs. We have -- looking at
2 other states, looking at what we normally accept, we have
3 compiled a list of typical ways to meet the training requirement
4 or education requirement of the executive certificate. We are
5 going to include those in the PAM, the POST Administrative
6 Manual, for agencies to look at as a typical way of meeting that
7 education requirement. It's just more efficient than trying to
8 put specific training programs into our regulation cause too
9 often -- because too often, the executive certificate to meet
10 that training, it's typically things like Northwestern or FBINA
11 or what have you and so those things change and we don't want to
12 put it into regulation, but we want to put that out there for
13 agencies to understand how normally you attain those training
14 hours, and so we're trying to -- because we've been asked to,
15 we're trying to clarify that so agencies understand. But that
16 said we would leave to the Commission on what direction they
17 want to give staff as far as continuing the rulemaking on the
18 language for the executive certificate or not.

19 ALLEN: All right. Thank you. Commissioners,
20 comments?

21 TOGLIATTI: George Togliatti for the record. I
22 think Sheriff Furlong makes it a compelling argument. I, for
23 one, in looking at the definition, if you look at the Nevada
24 Department of Public Safety, my deputy director is not a peace
25 officer, she's not sworn, and we have such a diverse

1 organization that you could probably take a look and see how you
2 would define the term agency, only one agency or be 11 different
3 agencies within the greater department. So it is kind of
4 limiting, the use of the executive level title as defined, which
5 again, if you think of the argument by Sheriff Furlong, if our
6 intent is to make this -- to broaden it, to make it something
7 that people would really want to achieve, to accelerate and to
8 promote within the organization, maybe we need to broaden it a
9 bit.

10 ALLEN: Any other comments?

11 SHEA: Tim Shea for the record. I agree with
12 the sheriff also. I came from a system where you could go
13 through the educational requirements and receive an executive
14 level certificate. I went to the state command college as a
15 Lieutenant and the idea was that this was like any other
16 certification of education. It shows what you've accomplished.
17 Now, there was some management things you had to do, and some
18 schooling you had to do. In this state, we routinely send
19 lieutenants and above to the FBI academy. They can't get an
20 executive certificate here. We send them to Northwestern, they
21 can not get -- I have a Lieutenant that has both, he's been to
22 both schools, he can't qualify for an executive certificate, yet
23 he has all this formal education, he has 20-plus years
24 experience. It makes it difficult for our people to compete
25 when it comes to executive level jobs, because they don't have

1 the certifications they could get if they were in another venue.
2 So it's kind of limiting. And I also agree with Director
3 Togliatti. The definition is very difficult because as I read
4 this, if you're going to be very strict about it, it says chief
5 of police, Sheriff, director, or chief executive at agency, or
6 deputy chief comma undersheriff. Well, just look at it, some
7 agencies, they have an undersheriff and they have multiple
8 deputy chiefs. Does the deputy chief get to go because he has
9 the title deputy chief, or must that deputy chief be -- if he's
10 number three, does he qualify? How does this work? Because it
11 really doesn't say, just says if you're a deputy chief, then it
12 goes on to say deputy director or other rank designated as
13 second in command. So it doesn't include the deputy chief as
14 second in command, it infers if you hold the rank of deputy
15 chief, you get to go, you could be number six in the line, but
16 that's your title. So I think that we should clean that
17 language up, but I really believe that the education certificate
18 program should be one that's available to people and lead them
19 towards the executive jobs that these outline.

20 ALLEN: Any other comments from the Commission?
21 Seeing none, any additional public comment? Seeing none, now
22 I'm looking for a motion to continue or not the rulemaking
23 process for this regulation.

24 NIEL: Russ Niel for the record, Gaming Control
25 Board, I make a motion to continue this agenda item, item number

1 three. I'm a little hung up on the same language. My peers are
2 second in command, especially when you're talking like DC,
3 deputy chief. You know, I technically am, but there's two
4 others in my agency and why wouldn't they be qualified for the
5 same type of executive level certification, so I make a motion
6 to continue this agenda item.

7 TOGLIATTI: George Togliatti, I'll second.

8 ALLEN: All right. Thank you. All in favor of
9 the motion, signify by saying (inaudible).

10 MEMBERS: Aye.

11 ALLEN: Okay, do we have comments?

12 SHERLOCK: Mike Sherlock for the record. Staff
13 would just be looking for direction then so is it the intent of
14 the Commission then to look at -- come back with new language
15 for the Commission to look at?

16 ALLEN: That's the way I understand it. Is that
17 (inaudible)?

18 UNIDENTIFIED: Yes.

19 SHERLOCK: Okay.

20 JENSEN: This is Mike Jensen. Go ahead. Sorry.

21 SHEA: Tim Shea for the record. I would like
22 us to be able to -- I don't know if it's within the scope of
23 this, but look at our entire process and what it encompasses,
24 not just the language of who's eligible, but what we have. Do
25 we have a program that leads people towards the future, or we

1 have one that basically acknowledges those people who've already
2 gotten there and what would we rather have?

3 JENSEN: This is Mike Jensen for the record. My
4 comment was just a process comment. You know, we're at the
5 stage in rule-making right now where it's workshop, which is
6 designed to develop ideas and concepts as opposed to the public
7 comment part of the process, you usually have actual language in
8 LCB that you would be adopting at that point. I might suggest
9 that you have another workshop on this issue where you could
10 develop some concepts and potential ways to approach this issue.
11 So I think at this point it'd be really hard for staff to figure
12 out what the language being that there hasn't been a whole lot
13 of specifics about that. Try and maybe a workshop would be
14 helpful. That doesn't need to change what your action was, I
15 think that staff could take the direction just to bring it back
16 in another workshop.

17 ALLEN: All right. Thank you. Any other
18 additional comments by the Commission? Seeing none we'll move
19 to item number 4, discussion, public comment, and for possible
20 action, the Commission to decide whether to continue the
21 rulemaking process related to NAC 289.230 to comply with annual
22 continuing education requirements established in NRS 289.510
23 (c), subsection (c)(2), which requires crisis intervention
24 training. Give this to Director Sherlock for more information.

1 SHERLOCK: Mike Sherlock for the record. So again,
2 as discussed in the workshop that just occurred, the requirement
3 to include crisis intervention in the annual training
4 requirements again, as a legislative mandate and staff would
5 recommend the continuance of the rulemaking process on this
6 issue.

7 ALLEN: Thank you. Any Commissioners have any
8 comments? Seeing none -- do we have the question?

9 SHEA: I have a question, I think. Can I ask a
10 question?

11 ALLEN: Yes.

12 SHEA: Tim Shea. I'm looking at this little
13 input into this and I'm not exactly sure. I know this probably
14 came from the bill, but I don't know what without limitation
15 really means. When you say we're going to do this training for
16 racial profile and mental health including, without limitation,
17 crisis intervention, I don't know what that without limitation
18 means. I don't know what it directs us to do or not do I guess,
19 and I realize that might be a legislative insert, but I don't
20 know what their intent was without limitation because we don't
21 have that for any of the other training. So that was my only
22 question. I don't know what that means.

23 SHERLOCK: Mike Sherlock for the record and I'll --
24 might throw it over to Mike Jensen on any legal interpretation
25 of without limitations, but I can tell you from in the

1 legislative process and working with Speaker Frierson, the
2 intent is not to limit agencies on what that training includes,
3 and part of the discussion is training in mental-health issues
4 and mental illness and de-escalation often includes crisis
5 intervention training and I think legislatively the idea was not
6 to change that in any way and it'd be broad enough to allow
7 specific agencies. And again, that's just from my discussions.
8 As far as the legal interpretation of without limitations, I'd
9 leave that to Mike Jansen.

10 JENSEN: This is Mike Jensen for the record. I
11 would agree to that -- or agree with that. It looks like what
12 the intent was, it used to just be mental health as the topic
13 and I think the intent was to add one piece of what that mental
14 health could be without limiting that to other areas that could
15 be covered.

16 ALLEN: All right. Thank you. Right now, I'm
17 looking for a motion to continue or not the rulemaking process
18 for this regulation.

19 SHEA: Tim Shea. I'll make a motion to
20 continue the rulemaking process.

21 ALLEN: Do I have a second?

22 TROUTEN: Ty Trouten. I second.

23 ALLEN: Thank you. All in favor?

24 MEMBERS: Aye.

1 ALLEN: Motion carries unanimously. Now item
2 number 5, discussion, public comment, and for possible action,
3 the Commission to decide whether to continue the rulemaking
4 process to revise NAC 289.110 to comply with NRS 289.510,
5 subsection (c)(1) in reference to peace officer applicant
6 backgrounds. Give this over to Mike Sherlock for information.

7 SHERLOCK: Mike Sherlock for the record one more
8 time. Again, as discussed in the previously held workshop, the
9 inquiry into an applicant's implicit bias is a legislative
10 mandate and just for reference, the language that was put
11 forward in the workshop is directly from the bill, which is
12 directly from the NRS, and so that was the language that we
13 looked at for the workshop. Considering this bill and in the
14 statute staff did recommend the Commission's continuance of the
15 rulemaking process on this issue.

16 ALLEN: Thank you, any comments from the
17 Commission? Seeing none, do we have any public comment? All
18 right, seeing none, I'm looking for a motion to continue or not
19 the rulemaking process for this regulation.

20 SHEA: Tim Shea. I'll make a motion to
21 continue the rulemaking process for this one.

22 ALLEN: We have a motion. Can I have a second?

23 NIEL: Russ Niel. I'll second.

24 ALLEN: All in favor?

25 MEMBERS: Aye.

1 ALLEN: Motion carries. Item number 6,
2 discussion, public, comment, and for possible action, the
3 Commission to discuss and take possible action to adopt, amend,
4 or repeal the regulations as follows: A, LCB file R167-20, make
5 changes to NAC 289.110, and clarifies the high school
6 requirements of peace officer applicants; B, LCB file R168-20,
7 make changes to NAC 289.200 as to the timing of physical
8 readiness exam for reciprocity applicants; and C, LCB file
9 177.20, make changes to 289.140 to include ARIDE in the basic
10 training curriculum. The Commission to fully consider all
11 written and oral comments received on these proposed regulation
12 before taking action. Over to Mike Sherlock for explanation.

13 SHERLOCK: Mike Sherlock for the record. So I'll
14 just remind the Commission these are the public comment hearing
15 issues that we had at the beginning. Just to remind the
16 Commission, for each of these items we've had a workshop and the
17 public comment hearings were in reference to language that we
18 received back from LCB, and at this point this is basically the
19 final leg in the process of rulemaking where the Commission will
20 decide or not to adopt the language that's already been through
21 the process. So handling each file separately, I'll start with
22 R 167-20. This language is in relation to the definition of a
23 high school level education as part of NAC 289.110. Again, this
24 was addressed in the public comment hearing and previously in

1 workshops, and staff would recommend the adoption of this
2 regulation change. (inaudible).

3 ALLEN: Okay. And vote on each one --

4 SHERLOCK: Yeah.

5 ALLEN: -- individually? Okay. So we have A,
6 LCB file, R 167-20, make changes to NAC 289.110 in clarifies the
7 high school requirements of peace officer applicants. Do we
8 have any comments from the Commission? Seeing none, do we have
9 any public comment? Seeing none, I'm looking for a motion to
10 adopt LCB file R 167-20 to make changes to NAC 289.110 in
11 clarifying the high school requirements of peace officer
12 applicants. Do I have a motion?

13 TOGLIATTI: George Togliatti. I'll make a motion to
14 adopt.

15 ALLEN: Thank you. Can I have a second?

16 SHEA: Tim Shea, I'll second.

17 ALLEN: I have a first and a second. All in
18 favor?

19 MEMBERS: Aye.

20 ALLEN: Any opposed? Motion carries. Next one
21 is B, LCB file R168-20, make changes to NAC 289.200 as to the
22 timing of the physical readiness exam for reciprocity
23 applicants. Can I have a motion to adopt the language?

24 NIEL: Russ Niel, State Gaming. I'll move to
25 adopt.

1 TOGLIATTI: George Togliatti, I'll second.

2 ALLEN: I have a motion and a second. All in
3 favor?

4 MEMBERS: Aye.

5 ALLEN: Any opposed? Hearing none, we'll move
6 to the item C, LCB file 177.20, make changes to 289.140 to
7 include ARIDE in the basic training. Can I have a motion to
8 adopt?

9 TROUTEN: Troy Trouten, so moved.

10 MCKINNEY: Kevin McKinney, I'll second.

11 ALLEN: We have a first and a second. All in
12 favor, signify by saying aye.

13 MEMBERS: Aye.

14 ALLEN: Any opposed? Motion carries. Item
15 number 7, discussion, public comment, and for possible action,
16 presentation from Dr. Allen Anes on offering firearm training
17 for all Nevada peace officers. Come forward and state your name
18 for the Commission.

19 ANES: Hi, I'm Allen Anes and I would like to
20 thank Mike Sherlock and Kathy Floyd for inviting me here today.
21 I need about 15 minutes of your time. I'm a physician who has
22 been licensed to practice medicine here in Nevada since 1975.
23 My wife is a marriage and family therapist who practiced here in
24 Las Vegas in the 1980s and 1990s. The reason I'm here today
25 because Eileen (phonetic) and I love law enforcement and the

1 reason we love law enforcement is you guys and gals go out every
2 day, you put your lives on the line to protect us and to keep us
3 safe and you don't even know who we are. We can never. ever
4 thank you enough for what you do on a daily basis. About seven
5 years ago, Eileen and I decided we wanted to give back to the
6 law enforcement community. Eileen wanted to give back to law
7 enforcement by providing a four-day handgun class for law
8 enforcement, I wanted to give back to law enforcement community
9 by hosting a four-day, nonstop, drunken sex orgy for law
10 enforcement. Unfortunately, my wife wouldn't let me do it. I
11 don't understand her. For as long as we've been married, 56
12 years, you'd think I'd understand. Well, we ended up
13 compromising and doing it her way and starting seven years ago,
14 we started offering four-day handgun classes at Front Sight
15 Firearms Training Institute, one in the fall in October,
16 November, one in the spring in May or June, and the reason we
17 provided these classes is we want to make sure that if a law
18 enforcement officer was involved in a deadly force situation,
19 that the officer was the one who was going to go home that night
20 and not the dirt bag. Front Sight Firearms Training Institute
21 is a 550 acre facility, about 20 miles to this side of Pahrump.
22 It's about 45 minutes from where we're sitting. They're 550
23 acres, they have 50 ranges, and they teach over 60 different
24 classes. They teach two and four-day handgun classes, two and
25 four-day rifle classes, two and four-day shotgun classes. They

1 offer precision rifle, they offer rope and repelling, edge
2 weapons, MP hand defense, automatic weapons, tactics classes,
3 simunitions classes. They also have classes in which you use
4 handguns, shotguns, and rifles in the same class. They also
5 have a law enforcement instructor development class, and they
6 also have armorers' classes. So if you want to do more than
7 just field clean your gun, where you have your barrel, you have
8 your spring, you have your slide, you have your frame, if you
9 want to be able to take it down to all 32 pieces that make up a
10 Glock, you can do that. They have those classes in the
11 summertime in their air conditioned classroom, and they have
12 armorers' classes for Glocks, for 1911s, for AR-15s. They also
13 have kids' classes. Two or three years ago Eileen and I
14 realized that confident arms is more than a single, four-day
15 class. Front Sight offers several different lifetime
16 memberships. The top membership is the commander membership,
17 and if you have a commander membership, you can take any or all
18 of their 60 classes as many times as you want for the rest of
19 your life for free. In addition, when you get your membership,
20 you fill out a little form in which you declare an heir. So if
21 when you retire and decide, you don't want to train anymore, or
22 if you pass away, that membership will be left to whoever you
23 specify for the rest of his or her life, whether it's a family
24 member, a next-door neighbor, a friend, or another law
25 enforcement officer. What Eileen and I decided to do four years

1 ago was to buy a commander membership for every law enforcement
2 officer that attended one of the classes we hosted, and in the
3 last four years, we have bought somewhere between 250 and 300 of
4 them and given one to each officer who attends our class.
5 Eileen and I attend every law enforcement class and it's
6 interesting. The first day you look at the targets and you see
7 groupings about two feet, 24 inches. By the fourth day, the
8 groupings are down to six inches. The training is superb. Two
9 or three years ago, POST accredited Front Sight classes so now
10 not only if you take our four-day class, do you get four
11 incredible days of training, you get 40 hours of POST credit.
12 How do the classes work? Steve Hutchison (phonetic) was a Metro
13 training officer up until about a year ago, and he helped
14 coordinated the class. Eileen and I would get together with
15 him, let's say in January, and tell him the date of the class
16 that we wanted to give in May. Let's assume it was May 8th to
17 the 11th. Steve would go ahead and he would email all the
18 different agencies he was aware of, let them know the date of
19 the class, and ask them to email him if they had any questions
20 or if they wanted to sign up. He would interact with them, he
21 would tell them how to get an account with Front Sight, he would
22 send them an application, and he'd spend the next three months,
23 bugging them, getting them to send him the applications and to
24 fill them out properly and to get back to him, and then he would
25 bring them to Front Sight and the class would be held, and we

1 averaged about 35 officers for each class. About a year ago,
2 Steve moved from training to another department, I think it was
3 called special events. I don't know exactly what that means,
4 but I think he spends his time planning weddings, bar mitzvahs,
5 and sweet sixteens, but because of his new position, he can't
6 get involved with Front Sight anymore so Metro now is in the
7 process of setting up a website that they hope will clarify for
8 people who are interested how to sign up for the classes and how
9 to ask questions. I think the website will be helpful when they
10 get it done, but I still think you're going to need a live
11 person that they can email and speak to to get all the questions
12 answered. The last few months, Eileen and I have realized in
13 dealing with POST that we're in Southern Nevada and we've been
14 thinking Southern Nevada, and we've realized in the last few
15 months that the rest of the state has law enforcement. Not only
16 do towns and cities have their own law enforcement, but there
17 are agencies, like district attorneys, that have their own law
18 enforcement, the State Gaming Board has its own law enforcement,
19 the school systems have their own law enforcement. Eileen and I
20 want to open this up to every single law enforcement officer in
21 the state of Nevada and we will do whatever we need to do to get
22 every one of those law enforcement officers to come down to our
23 classes that we host and to get a commander membership. How
24 does it work? It depends on the agency you're in, it depends on
25 your chain of command, but most importantly, it probably depends

1 on your Sergeant and Lieutenant. Let me use this as an example:
2 Metropolitan Police Department and Henderson, because they're
3 the two agencies I'm most familiar with. Metro has a policy
4 that if your squad can arrange it, you can come to our classes
5 for training and they will pay you for those four days you're in
6 class. The policy says that they have to supply their own
7 ammunition. The way it actually works, at least it's my
8 understanding, that just about every officer is given the 600
9 rounds of ammunition by their Sergeant and Lieutenant. The
10 first thing that is required is Front Sight requires a
11 background check every year for every employee and everybody who
12 takes training. They don't want to train anybody who's on a
13 watch list. So what you need to do is you need to get a
14 background check every year that you're taking a class. So
15 let's assume that you're scheduled to take a class at Front
16 Sight next week, and you've paid your \$50 and they do the NICS
17 background check and you get okayed and it's good until December
18 31st, whether you take the one class next week, whether you take
19 10 classes between now and December 31st, that background check
20 is good. If you want to take a class in 2022, let's say in
21 February, you give them your credit card number, they do a \$50
22 background check, and your background check is good for that
23 class or the other 50 classes you take in 2022 until December
24 31st. If let's say in 2023, because of your schedule you can't
25 take any classes, you don't pay \$50, you don't do a background

1 check. Metro requires that the officer pay the \$50 background
2 check, and that may not be a bad idea and the reason for that is
3 the officer now has some skin in the game. He has a \$50
4 investment. So if he wakes up the morning of the first day of
5 the class and he feels a little tired, rather than going back to
6 sleep, he's got \$50 skin in the game, he gets up and goes to the
7 class. That's how Metro works. Henderson pays for the four
8 days you're taking the class, gives you the ammunition, and pays
9 for your \$50 background check. How should it work with your
10 agencies? Completely up to you. If you require the officer to
11 take four days off vacation time to come down to Front Sight, if
12 you require him to pay for 600 rounds of ammunition, and you
13 require him to pay \$50 for every class he wants to take, the
14 chances are not many people are going to take advantage of it.
15 So I would urge the following: once they have the commander
16 membership, they can take 50 classes a year for the rest of
17 their lives for free, except for the \$50 a year background
18 check. I would urge you to pay for the four days that your
19 offices are in training. I would urge you, at least for the
20 first time that they're going to one of our classes, to please
21 supply their ammunition. Whether you pay the \$50 background
22 check the first time or whether the officer pays it is
23 completely up to you. We'd like as many people to come to Front
24 Sight as possible. Once they've been there, the training is so
25 incredible that they will go back on their own dime. So if they

1 want to go back and take a two or four-day class in anything
2 that next year or the year after that, or the year after that,
3 or the year after that, there's a very good chance they'll do it
4 on their own dime. If you want to help them out by paying them
5 for four days of training and for their ammunition needs, that'd
6 be great. My wife and I attend all of the law enforcement
7 classes. Eileen, from concealment, can put two shots in your
8 center mass from 15 feet in 1.3 seconds. If she moves back to
9 the seven or 10 yard line, she can put two shots in a center
10 mass in 1.5 seconds from 10 yards. And that's not bad for a
11 little old lady. When I grow up, I want to learn to shoot as
12 well as my wife does. What we do is we have one class in
13 October, November, and another class in May or June. We're
14 going to usually keep the one in the fall Monday through
15 Thursday, which by the way, the four-day handgun classes are
16 given almost every week. In the fall we usually have the one
17 Monday through Thursday for those officers who can get away
18 easier during the week. In the spring, we usually have it
19 Friday through Monday for those officers who can get away easier
20 on the weekend. We will do anything we can to encourage law
21 enforcement officers to come for training and to get commander
22 memberships. Eileen and I can never thank law enforcement
23 enough for what you do on a daily basis. Thank you. Can I
24 answer any questions?

1 ALLEN: Thank you, Dr. Anes. Commissioners, do
2 you have any questions?

3 MCKINNEY: Kevin McKinney for the record, I have
4 actually not a question but a comment. My range master attended
5 your instructor development school in I believe it was May. He
6 said it was outstanding so yes, you've got high recommendations
7 from us so we -- and we appreciate it.

8 ANES: Thank you.

9 SHERLOCK: Mike Sherlock for the record. Doctor,
10 just real quick, can you clarify so what exactly is being
11 offered? What would the cost of the -- to an officer who wanted
12 to attend training there, what would their cost be?

13 ANES: The officer and the agency costs would
14 be you would pay your officer for four training days, regardless
15 of where that was. They would be coming down to Front Sight and
16 take the four-day class. They would need ammunition, whether
17 your agency would pay for it 600 rounds, or whether the officer
18 would pay for it would be your decision. Fifty dollar
19 background check, which would be required, would either be an
20 agency cost or would be an officer cost. Completely up to you.
21 When they attend our class, we give them the commander
22 membership. It's good for their entire life, taking 60 classes
23 a year if they want, and then if they did it on their own time,
24 on vacation time, wouldn't cost anything. Would be cost of
25 ammunition. If the agency wanted to pay officers one training

1 per year, that's up to you. So it would cost anywhere from four
2 days' salary for training, 600 rounds of ammunition, and the
3 most \$50 a year for the background check, and that would be the
4 total cost plus they'd bring lunch, they could order a box
5 lunch. If you're not from the Las Vegas area, you might have to
6 stay at a hotel. So for example, the Saddle West Hotel in
7 Pahrump, which is 25 minutes from Front Sight charges \$59 a
8 night, single or double occupancy, and includes breakfast. So
9 that might be an added expense. And again, Eileen and I, if we
10 have to run two classes in the fall and two classes in the
11 spring, three classes, five classes, we can never thank you guys
12 enough for what you do.

13 NIEL: Russ Niel speaking for the record. Just
14 like my friend said I heard great things. Even got one of my
15 range masters, one of your instructors down there, Jason
16 Woodruff (phonetic) --

17 ANES: Yes.

18 NIEL: Yeah. So very -- speaks very highly of
19 it and he's a hell of a shot, I'll give you that, and a great
20 instructor.

21 ANES: Yes.

22 NIEL: So look to maybe get some clarification
23 from the director, Sherlock. So with this membership, there's
24 no cost for course?

1 ANES: No. For free, for the rest of your
2 life, you can take one class a year, you can take 60 classes a
3 year for the rest of your life, it doesn't cost you a penny for
4 the classes. Well, Front Sight is absolutely amazing. Their
5 policy is as follows: you have to sign up for a class at least
6 two weeks in advance, and all of the classes and schedules are
7 listed six months out. And the reason you have to sign up at
8 least two weeks in advance is they've got 250 instructors and
9 range masters so scheduling becomes a problem. They've got 50
10 different ranges. I think I told you they've got a precision
11 rifle range, 800 yards. They need to schedule, and you can't
12 have too many people signing up the day before because it drives
13 them absolutely crazy. So what happens is you cannot be kept
14 out of a class because the class is full. The most you can have
15 in the class is 40 people. Let's assume two weeks before, a
16 41st or 42nd or 43rd person signs up. They don't tell you it's
17 closed off, they open up another class of 40 and they break
18 those 41 or 42 or 43 people down into 21 and 22 each. If both
19 of those fill completely up and before that two week period
20 starts, a third person, a 81st person signs up, they open up
21 another range and have another class. You are never, ever kept
22 out of a class. There's no such thing as a full class. You
23 can't. Now one other thing: we have some police officers who
24 come to our class every year, and the reason they do that, even
25 though they could go to 60 other classes at Front Sight is they

1 love to be in a class with 35 or 40 other law enforcement
2 officers. That's a lot more fun. If you sign up for a class
3 that isn't the class Eileen and I host in the fall or the class
4 that Eileen and I host in the spring, you will be in a class
5 with 34, 35, 36 people, and they're civilians. The class is the
6 same and it's just as good, but some people may prefer going to
7 a class with 30 to 35 other law enforcement people because they
8 have more in common, but the classes are superb, the training is
9 great, and Eileen and I will do whatever we need to do to get
10 every single law enforcement officer in Nevada to Front Sight
11 with a lifetime membership.

12 ALLEN: Okay. Thank you. Any other additional
13 comments? Okay.

14 ANES: I'm going to give Kathy my new email
15 address. I opened up a new email just for POST and for these
16 classes. I've never gotten an email on it so if you're the
17 first one to email me, you'll be famous. Okay? Thank you for
18 your time.

19 ALLEN: My pleasure. Thank you. Thank you.

20 SHERLOCK: Real quick, Mike Sherlock for the
21 record. I just want everyone to understand what Dr. Anes is
22 offering here. He is -- you and your wife are offering to cover
23 training membership for every peace officer in the state and so
24 we've -- we actually sent our people down to Front Sight, again,
25 we do have certified courses through them, took another look,

1 right, another look at the facility recently, very impressive,
2 looked at their instructors, and I guess I want everyone to
3 appreciate what Dr. Anes is offering here in terms of support
4 for policing in the state of Nevada, and it's pretty
5 unprecedented for -- and I just want to thank you and your wife
6 for putting this out there, again, for every peace officer in
7 the state that wants that training. Dr. Anes is covering that
8 portion of it, tuition and membership, and I just want to say
9 thank you.

10 ANES: Thank you.

11 ALLEN: I also want to extend my appreciation to
12 you, Doctor. Thank you. Now we are on item number 8,
13 discussion, public comment, and for possible action, requests
14 from the Carson City Sheriff's Department or office for a six-
15 month extension for the following employees to meet
16 certification requirements:

17 FURLONG: (Inaudible) lot to do this (inaudible).

18 ALLEN: So -- all right, so we have Nathan
19 Trapp, Dustin Randol, Douglas Keennon, Angel Marquez, and Grant
20 Zampirro.

21 FURLONG: Close enough.

22 ALLEN: Close (inaudible) works.

23 FURLONG: One of which was a dropout, not a
24 dropout, but --

25 UNIDENTIFIED: Injured.

1 FURLONG: -- a injury from the current academy.
2 We are doing some catch-up and I do want this Commission to be
3 aware that we have a fixed plan in place for the long-term and
4 POST has been very, very considerate in whatever our needs are
5 that they will bend to get these candidates in through their
6 trainings. It's an operational and a fiscal challenge for us,
7 and we have a fix that we have that we are addressing within the
8 city.

9 ALLEN: Thank you.

10 SHERLOCK: Mike Sherlock for the record and staff
11 reviewed the request from Sheriff Furlong, and we would
12 recommend that each of these employees are extended the -- or
13 given the extension and we'll get them through the academy as
14 soon as we can.

15 ALLEN: All right. Thank you, Director.
16 Commissioners, do you have any additional comments? Seeing
17 none, I'm looking for a motion to approve the six-month
18 extension for each of these employees. Can we get a motion?

19 SHEA: Tim Shea, I'll make a motion to grant
20 the six-month extension.

21 TOGLIATTI: George Togliatti, I'll second.

22 ALLEN: First and a second. All in favor?

23 MEMBERS: Aye.

24 ALLEN: Any opposed? Hearing none, motion
25 carries. Thank you. Item number 9, discussion, public comment,

1 and for possible action, requests from Las Vegas Metropolitan
2 Police Department for an executive certificate for Captain
3 Timothy Hatchett, and turn it over to Mike Sherlock.

4 SHERLOCK: Mike Sherlock for the record. Is there
5 anyone from Metro here? It doesn't look like it. So POST staff
6 received an application for an executive certificate for Captain
7 Timothy Hatchett of the Las Vegas Metropolitan Police
8 Department. After review, staff finds that Captain Hatchett
9 meets the current requirements for the executive certificate and
10 staff recommends the Commission issue that certificate.

11 ALLEN: Thank you. Commissioners, do you have
12 any additional comments?

13 SHEA: I just have a question. Would the
14 proposed language that we discussed earlier prevented somebody
15 like Captain Hatchett from getting the certificates?

16 SHERLOCK: Mike Sherlock for the record. Yes.

17 ALLEN: Any other comments from the Commission?
18 Seeing none, do we have any public comment? Seeing none, I'm
19 looking for a motion to approve the executive certificate for
20 Captain Hatchett.

21 SHEA: Tim Shea, I'll make a motion to grant
22 the executive certificate.

23 TOGLIATTI: George Togliatti, I'll second.

24 ALLEN: We have a first and a second. All in
25 favor?

1 MEMBERS: Aye.

2 ALLEN: Any opposed? Seeing none, motion
3 carries. Item number 10, public comment. The Commission may
4 take action on any matter considered under this item -- cannot
5 make -- okay, the Commission may not take action on any matter
6 considered under this item until the matter is specifically
7 included on agenda as an action item. Do we have any public
8 comment? Okay, no public comment. Item number 11, discussion,
9 public comment, and for possible action, schedule upcoming
10 meeting.

11 SHERLOCK: Mike Sherlock for the record. So as we
12 slowly get back to our pre-pandemic routine we once again want
13 to get back to two meetings in the south, two meetings in the
14 north, which means we would be looking at a meeting here in the
15 south in February. We will get with sheriffs and chiefs and
16 again, as many of you know, we try to coordinate with their
17 meeting schedule just to save money for the Commissioners and
18 those traveling. So we will get a date out soon, after I speak
19 to the chairperson, Chief Soto and sheriffs and chiefs, and
20 we'll get that date out to everyone as soon as possible. So I
21 would leave it open at this point.

22 ALLEN: Sounds good, Director. And item number
23 12, discussion, public comment, and for possible action, looking
24 for a motion to adjourn.

25 SHEA: Tim Shea, I'll make a motion to adjourn.

1 ALLEN: Thank you.

2 NIEL: Russ Niel, I'll second.

3 ALLEN: All right. Thank you. The meeting is

4 now adjourned. It is 2:20 p.m.

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